



MEMORANDUM OF UNDERSTANDING

BETWEEN

UNITED STATES DEPARTMENT OF VETERANS AFFAIRS
VOCATIONAL REHABILITATION AND EMPLOYMENT SERVICE

AND

GOODWILL INDUSTRIES INTERNATIONAL, INC

America's service-members, Guard and Reserve members, stand vigilant and prepared to place themselves in harm's way to protect our Nation. The fruits of their commitment and courage are found in the rights and freedoms Americans have enjoyed for 228 years. Such selfless service and sacrifice earn our Nation's defenders the honored title "Veteran."

We recognize that America's veterans bring to our Nation's workforce a rich resource of diverse and talented workers. They are as eager and capable to contribute to our Nation's prosperity as civilians during peace as they were to our Nation's security during war.

The Department of Veterans Affairs' Vocational Rehabilitation and Employment Service (VR&E) and Goodwill Industries International, Inc. are mutually committed to ensuring these brave men and women have access to both challenging and rewarding employment opportunities. This is in keeping with President Abraham Lincoln's 1865 promise "...to care for him who shall have borne the battle, and for his widow and his orphan."

The Department of Veterans Affairs Vocational Rehabilitation and Employment program is a national employment resource providing customized employment solutions for service-connected disabled veterans.

Goodwill Industries International is a network of 207 community-based, autonomous member organizations that serves people with workplace disadvantages and disabilities by providing job training and employment services, as well as job placement opportunities and post-employment support. With locations in the United States, Canada, and 23 other countries, we help people overcome barriers to employment and become

independent, tax-paying members of their communities. Goodwill Industries enhance the quality and dignity of life for individuals, families, and communities on a global basis, through the power of work, by eliminating barriers to opportunity for people with special needs, and by facilitating empowerment, self-help, and service through dedicated, autonomous local organizations.

The Department of Veterans Affairs' VR&E Service and Goodwill Industries International Inc. wish to afford service-connected disabled veterans opportunities to seek employment, career advancement, job mobility, family economic well-being, and greater financial security with this mutually beneficial agreement.

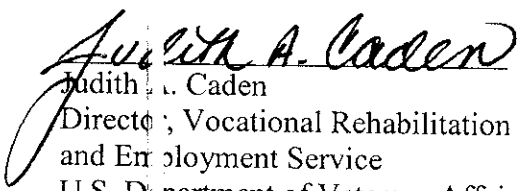
THEREFORE, The United States Department of Veterans Affairs and Goodwill Industries International (of the USA agree to):

- Create greater awareness of employment opportunities for service-connected disabled veterans;
- Construct new lines of communication to inform service-connected disabled veterans about employment opportunities like the ones offered by the Goodwill;
- Discuss and encourage possible partnership opportunities between a local Goodwill and VA regional offices;
- Encourage the use of Goodwill facilities as a workforce development and counseling referral source for employment and training services, as well as job placement opportunities and post-employment support and;
- Share our Statement of Mutual Cooperation throughout the Department of Veterans Affairs, VR&E Service and Goodwill Industries.

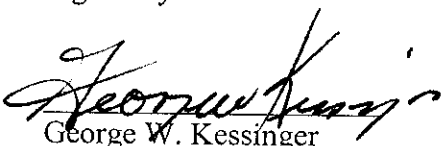
This agreement does not in itself authorize the expenditure or reimbursement of any funds. Nothing in this agreement shall obligate the parties to expend appropriations or other monies, or to enter into any contract or other obligation.

Further, this agreement shall not be interpreted to limit, supersede, or otherwise affect either party's normal operations or decisions in carrying out its mission, or its statutory or regulatory duties.

Dated: *September 26, 2005*
Signed by:


Judith A. Caden
Director, Vocational Rehabilitation
and Employment Service
U.S. Department of Veterans Affairs

Dated: *September 26, 2005*
Signed by:


George W. Kessinger
President & CEO
Goodwill Industries International